



March 7, 2022

Connecticut House
Labor and Public Employees Committee

RE: Oppose HB 5353

Dear Chairs Kushner & Porter, Vice Chairs Cabrera & Sanchez & Members of the Committee:

On behalf of the International Franchise Association (IFA), representing thousands of franchise establishments and thousands of jobs in the Connecticut, **I write to express our strong opposition to HB 5353, a proposed predictive scheduling law.**

The IFA respectfully requests all businesses, whether large or small, be treated equally. Unfortunately, as currently written, HB 5353 treats franchise businesses differently by limiting its application to only those businesses in a specific sector of the franchise industry, while not applying to similarly situated non-franchised businesses. Why does HB 5353 require a locally owned franchise schedule its employees differently than the non-franchised business next door? Both businesses are competing for the same workers and same consumers and may in fact be providing similar products. However, one is burdened with an inflexible government mandate, while the other is not.

We respectfully request franchise businesses be treated the same as non-franchise businesses. Franchises are in fact locally owned and operated small businesses allowing hundreds of thousands of Americans to participate in the American dream. **Under the franchise model, it is the franchisees who own the stores, not the corporate entities. These franchisees make the same day-to-day business decisions and their non-franchised neighbors, including employee scheduling. HB 5353 offers no premise to require locally owned franchise businesses to schedule their employees under a government mandate, while other similar situated businesses do not. In Connecticut, there are over 7,000 franchise establishments, providing over 85,000 jobs and generating \$6 billion in economic activity each year.**

On behalf of franchise businesses, **we are not asking for special treatment; we are asking for the same treatment.**

The IFA respectfully requests you not pick winners and losers among businesses. One of the goals of any new policy should be to ensure a level playing field for all local business owners and not put some at an advantage at the expense of others.

Sincerely,

A handwritten signature in black ink, appearing to read "M. Jeff Hanscom".

Jeff Hanscom
Vice President, State Government Relations & Counsel
International Franchise Association